

Employer of Choice Working Committee Update

HR Managers Meeting
September 2, 2015

Committee Background:

The Employer of Choice Working Committee was the first HR Governance group started under the new HR governance structure recommended by the HR community. The committee held its first meeting in January 2015.

- **Purpose:** The Committee provides HR leadership in state government's effort to become an employer of choice. It provides feedback and input, develops recommendations, and makes decisions on employer of choice strategies.
- **Goals:** Improve Washington state government as an Employer of Choice so that employees have a warm and welcoming work environment where they are engaged to do their best work for Washingtonians.

Committee Members:

Committee members include HR managers from state agencies and higher education institutions, as well as staff resources from OFM State HR and DES. Courtney Dutra (DOH) and Franklin Plaistowe (OFM) are the current co-chairs. The committee has a member vacancy. Please contact the co-chairs if you or one of your employees is interested in this opportunity.

Committee Accomplishments:

Launching the Committee – The committee identified co-chairs, members, and staff resources, agreed on meeting logistics and attendance requirements, drafted a charter, and also developed communication tools.

Supporting HR Governance – The committee supported the launch of the new governance structure by testing the process to propose and evaluate project proposals. The committee also focuses on increasing awareness and alignment with related statewide work, including leadership development, Employer of Choice reporting, and the State Employee Engagement Survey.

Selecting a Project – The committee reviewed engagement and employer of choice research and strategies, identified key drivers of engagement, inventoried existing projects to identify gaps, and brainstormed on potential projects to address these gaps. Committee members proposed and evaluated four projects, deciding on the Employee Value Proposition as its first project.

For more information, please contact:

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